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ABSTRACT

Average salary increases for 762 faculty in the field of anthropology are reported for 1983-1984 and 1986-1987, as part of the College and University Personnel Association's annual faculty salary studies. Included are comparative data for 120,580 faculty at 167 public colleges and 235 private colleges, representing 44 academic disciplines. In 1983, 52 public colleges and 46 private colleges reported on anthropology faculty salaries, while 54 public and 43 private colleges reported in 1986. Between 1983 and 1986, average salaries of faculty in this field increased 22.6% at public colleges and 14.9% at private colleges. For 1986-1987, the average salary for anthropology faculty was above the average faculty salary in the other 43 disciplines (5% above for public colleges and 8% above for private colleges). Included is information on: the number of faculty by academic rank, including new assistant professors; salaries by academic rank; the ratio of average salaries to total salaries of all institutions in both years; comparisons with the Consumer Price Index of changes in cost-of-living for both years; and comparisons with 43 other disciplines. The disciplines and participating institutions are listed. (SW)

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SALARY-TREND STUDY OF FACULTY IN ANTHROPOLOGY

FOR THE YEARS

1983-84 AND 1986-87

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1986-87. Each year two separate studies are conducted, one for public senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 44 selected academic disciplines including anthropology. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1981. The definition of the discipline/major field of anthropology in the CIP is as follows:

An instructional program that describes the historic and pre-historic origins of man, his physical and cultural development, racial characteristics, social customs, and beliefs.

This article presents a summary of the overall average salary increases in the discipline/major field of anthropology from the "baseline year" of 1983-84 to and including the "trend year" of 1986-87 for both public and private institutions. Of the 215 institutions participating in CUPA's PUBLIC (AASCU)

study of 1983-84, 167 also participated in 1986-87. Data from those same 167 institutions were used in both the baseline year and the trend year. Of the 355 institutions which participated in CUPA'S PRIVATE study of 1983-84, 235 also participated in 1986-87. Data from those same 235 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in anthropology for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1983-84 and 1986-87) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the economy. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .43 for associate professor of anthropology in the 1983-84 public study means that 43 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1983-84, PUBLIC 1986-87, PRIVATE 1983-84 and PRIVATE 1986-87. For example, a SALARY FACTOR of 0.92 for assistant professors in the discipline/major field of anthropology in the 1983-84 public study means that their salaries are 8 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1983-84 or 1986-87). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 44 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of anthropology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1983-84 and the "trend year" of 1986-87 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1983-84:																	
ANTHROPOLOGY																	
AVERAGE																	
SALARY:	33140	78 32	26737	90 38	20844	42 22	19234	5 5	NONE						27936	210 52	
FAC MIX																	
PCT:	0.37		0.43		0.20		0.07								1.00		
SALARY																	
FACTOR:	1.00		0.98		0.92		0.87								1.04		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	33110	11461	27177	11328	22634	10381	22154	1290	18126	3442	26895	36612	167				
FAC MIX																	
PCT:	0.31		0.31		0.28		0.04		0.09		1.00						
PUBLIC, 1986-87:																	
ANTHROPOLOGY																	
AVERAGE																	
SALARY:	40818	105 35	32096	93 43	24996	47 27	22276	6 6	20240	4 2	34243	249 54					
FAC MIX																	
PCT:	0.42		0.37		0.19		0.02		0.02		1.00						
SALARY																	
FACTOR:	1.02		0.98		0.92		0.85		0.94		1.05						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	40113	13035	32782	11510	27174	10781	26216	1487	21478	3489	32670	38815	167				
FAC MIX																	
PCT:	0.34		0.30		0.28		0.04		0.09		1.00						
PRIVATE, 1983-84:																	
ANTHROPOLOGY																	
AVERAGE																	
SALARY:	37198	58 21	28643	58 32	21866	40 24	26000	1 1	15718	4 4	29726	160 46					
FAC MIX																	
PCT:	0.36		0.36		0.25		0.01		0.03		1.00						
SALARY																	
FACTOR:	1.09		1.08		1.01		1.22		0.89		1.12						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	34211	6450	26502	6767	21689	6900	21369	856	17673	1744	26553	21861	235				
FAC MIX																	
PCT:	0.30		0.31		0.32		0.04		0.08		1.00						
PRIVATE, 1986-87:																	
ANTHROPOLOGY																	
AVERAGE																	
SALARY:	43194	52 24	32515	47 25	25589	39 25	23287	7 6	22760	5 4	34168	143 43					
FAC MIX																	
PCT:	0.36		0.33		0.27		0.05		0.03		1.00						
SALARY																	
FACTOR:	1.07		1.04		1.00		0.92		1.09		1.08						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	40330	7187	31212	7199	25583	7269	25205	1173	20959	1637	31548	23292	235				
FAC MIX																	
PCT:	0.31		0.31		0.31		0.05		0.07		1.00						

RESULTS OF THE TWO PUBLIC (AASCU) STUDIES, 1983-84 AND 1986-87

In the PUBLIC 1983-84 salary study in the above table, the reader may note that the discipline/major field of anthropology was reported in 52 of the 167 public (AASCU) institutions. The average salary of the 210 faculty was \$27,936. This average salary was approximately 4 percent (1.04) higher than the average salary of \$26,895 for all 36,612 faculty in ALL MAJOR FIELDS in the 1983-84 public study.

In the PUBLIC 1986-87 salary study in the above table, the discipline/major field of anthropology was reported in 54 of the same 167 public (AASCU) institutions. The average salary of the 249 faculty was \$34,243. This average salary was approximately 5 percent (1.05) higher than the average salary of \$32,670 for all 38,815 faculty in ALL MAJOR FIELDS in the 1986-87 public study.

The increase in average salaries for all faculty in anthropology after three years in the public institutions studied was 22.6 percent (\$34,243 minus \$27,936 equals \$6,307). The CPI of increased cost-of-living between October 1983 and October 1986 was 9.2 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 13.4 percent or an average of 4.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 21.5 percent (\$32,670 minus \$26,895 equals \$5,775). In comparison to the discipline/major field of anthropology (22.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.1 percent (22.6% minus 21.5% equals 1.1%) less than faculty in the discipline/major field of anthropology.

The reader may note that the faculty mix percentage in anthropology is higher at the professor rank than at the assistant professor rank in both the public studies: 0.37 vs 0.20 (1983-84) and 0.42 vs 0.19 (1986-87),

respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 0.31 vs. 0.28 (1983-84) and 0.34 vs. 0.28 (1986-87), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to anthropology in both of the public studies.

Finally, the hiring rate of new assistant professors in anthropology was less than for ALL MAJOR FIELDS in the 1983-84 public study, 2.4 percent (5/210) vs. 3.5 percent (1,290/36,612), respectively. Also, the hiring rate of new assistant professors in anthropology in 1986-87 was 2.4 percent (6/249) vs. 3.8 percent (1,487/38,815) in ALL MAJOR FIELDS that same year. In other words the hiring rate of new assistant professors in anthropology was less than for ALL MAJOR FIELDS in both the public studies of 1983-84 and 1986-87.

RESULTS OF THE TWO PRIVATE STUDIES, 1983-84 AND 1986-87

In the PRIVATE 1983-84 salary study in the above table, the reader may note that the discipline/major field of anthropology was reported in 46 of the 235 private institutions. The average salary of the 160 faculty was \$29,726. This average salary was approximately 12 percent (1.12) higher than the average salary of \$26,553 for all 21,861 faculty in ALL MAJOR FIELDS in the 1983-84 private study.

In the PRIVATE 1986-87 salary study in the above table, the discipline/major field of anthropology was reported in 43 of the same 235 private institutions. The average salary of the 143 faculty was \$34,168. This average salary was approximately 8 percent (1.08) higher than the average salary of \$31,548 for all 23,292 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

The increase in average salaries for all faculty in anthropology after three years in the private institutions studied was 14.9 percent (\$34,168 minus \$29,726 equals \$4,442). The CPI of increased cost-of-living between October 1983 and October 1986 was 9.2 percent. A more realistic increase, therefore, in average faculty salaries over the three-year time period is 5.7 percent or 1.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 18.8 percent (\$31,548 minus \$26,553 equals \$4,995). In comparison to the discipline/major field of anthropology (14.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.9 percent (18.8% minus 14.9% equals 3.9%) more than faculty in the discipline/major field of anthropology.

In the discipline/major field of anthropology, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.36 vs. 0.25 (1983-84), respectively; and 0.36 vs. 0.27 (1986-87), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.30 vs. 0.32 (1983-84), respectively; and 0.31 vs. 0.31 (1986-87), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to anthropology in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in anthropology in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1983-84, 0.6 percent (1/160) vs. 3.9 percent (856/21,861), respectively, and in 1986-87, 4.9 percent (7/143) vs. 5.0 percent (1,173 /23,292), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of anthropology and compared that information with 43 other academic disciplines/major fields over a period of three years: the "baseline year" of 1983-84 through the "trend year" of 1986-87. Two studies, one for public (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 762 faculty in the discipline/major field of anthropology participated and were included in the overall total of 120,580 faculty in all 44 disciplines/major fields in all four studies. The same 167 public (AASCU) institutions and the same 235 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of anthropology is currently (1986-87) some 5 and 8 percent above the overall average faculty salary of the other 43 disciplines/major fields for both the public and private studies, respectively. The average faculty salary for anthropology in the private institutions was 8 percent more in comparison to that in the public institutions in 1983-84. The overall salary factor in the private institutions is now (1986-87) 3 percent more in comparison to that for the public institutions: 1.08 vs 1.05, respectively.

Second, the CPI of October 1986, in comparison to the CPI of October 1983, indicates that the faculty in anthropology, in both the public and private institutions, received overall salary increases for three years above the cost-of-living. Anthropology faculty salaries in the public institutions exceeded faculty in ALL MAJOR FIELDS during this same period by 1.1 percent,

whereas anthropology faculty salaries in the private institutions lagged behind ALL MAJOR FIELDS by 3.9 percent. Anthropology faculty in the public institutions have some catching up to do in salary in comparison to their colleagues in the private institutions.

Third, in the discipline/major field of anthropology the assistant professor rank has a smaller percentage compared to the full professor rank for both the public and private studies. The full professor rank appears to be increasing at a faster rate in the public institutions, compared to the private institutions. It seems a higher percentage of new assistant professors are being hired in the private institutions in comparison to the public institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend studies will be effected in anthropology, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

- 1) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- 2) LIST OF PUBLIC Participating Institutions, page 11
- 3) LIST OF PRIVATE Participating Institutions, page 13

APPENDIX A.

OVERALL LIST OF SELECTED DISCIPLINES

AGRIBUSINESS AND AGRICULTURAL PRODUCTION	LETTERS
ACCOUNTING	LIBRARY AND ARCHIVAL SCIENCES
ANTHROPOLOGY	LIFE SCIENCES
AREA AND ETHNIC STUDIES	MATHEMATICS
AUDIOLOGY AND SPEECH PATHOLOGY	MUSIC
BUSINESS & MANAGEMENT	MULTI-INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT	NURSING
BUSINESS ECONOMICS	PHILOSOPHY & RELIGION
CHEMISTRY	PHYSICAL EDUCATION
COMMUNICATION TECHNOLOGIES	PHYSICAL SCIENCES
COMMUNICATIONS	PHYSICS
COMPUTER & INFORMATION SCIENCES	POLITICAL SCIENCE
CURRICULUM AND INSTRUCTION	PSYCHOLOGY
DRAMATIC ARTS	READING EDUCATION
EDUCATION	SECRETARIAL AND RELATED PROGRAMS
EDUCATION ADMINISTRATION	SOCIAL SCIENCES
ENGINEERING	SOCIOLOGY
FINE ARTS	SPECIAL EDUCATION
FOREIGN LANGUAGES	STUDENT COUNSELING AND PERSONNEL SERVICES
GEOGRAPHY	TEACHER EDUCATION, GENERAL PROGRAMS
GEOLOGICAL SCIENCES	VISUAL AND PERFORMING ARTS
HISTORY	
HOME ECONOMICS	
	<u>TOTAL: 44</u>

APPENDIX B.

CUPA Public (AASCU) Faculty Salary-Trend Studies: 1983-84 and 1986-87

Institutions Participating in Both Studies:

Alabama State University (AL)	Idaho State University (ID)
Angelo State University (TX)	Illinois State University (IL)
Appalachian State University (NC)	Indiana State University (IN)
Arkansas State University (AR)	Jacksonville State University (AL)
Arkansas Tech University (AR)	James Madison University (VA)
Auburn University at Montgomery (AL)	John Jay College of Criminal Justice (NY)
Augusta College (GA)	Keene State College (NH)
Austin Peay State University (TN)	Kennesaw College (GA)
Ball State University (IN)	Lake Superior State College (MI)
Black Hills State College (SD)	Lewis Clark State College (ID)
Bluefield State College (WV)	Mansfield University (PA)
California State University, Hayward (CA)	Marshall University (WV)
California State University, Long Beach (CA)	Mary Washington College (VA)
California University of Pennsylvania (PA)	Mayville State College (ND)
Castleton State College (VT)	Memphis State University (TN)
Cayey University College (PR)	Metropolitan State College (CO)
Central Connecticut State University (CT)	Middle Tennessee State University (TN)
Chadron State College (NE)	Midwestern State University (TX)
Christopher Newport College (VA)	Millersville University (PA)
Clarion University of Pennsylvania (PA)	Minot State College (ND)
College of Staten Island, The (NY)	Mississippi University for Women (MS)
College of the Virgin Islands at St. Croix (VI)	Missouri Southern State College (MO)
College of the Virgin Islands at St. Thomas (VI)	Missouri Western State College (MO)
Columbus College (GA)	Montana College of Mineral Science and Technology (MT)
Concord College (WV)	Murray State University (KY)
Coppin State College (MD)	North Carolina Agricultural and Technical State University (NC)
Delta State University (MS)	Northeast Louisiana University (LA)
Dickinson State College (ND)	Northeast Missouri State University (MO)
East Central University (OK)	Northern Arizona University (AZ)
East Tennessee State University (TN)	Northern Illinois University (IL)
East Texas State University at Texarkana (TX)	Northern Kentucky University (KY)
Eastern Connecticut State University (CT)	Northern State College (SD)
Eastern Montana College (MT)	Northwest Missouri State University (MO)
Edinboro University of Pennsylvania (PA)	Oakland University (MI)
Fitchburg State College (MA)	Old Dominion University (VA)
Florida Atlantic University (FL)	Pan American University (TX)
Fort Hays State University (KS)	Peru State College (NE)
Francis Marion College (SC)	Pittsburg State University (KS)
Frostburg State College (MD)	Plymouth State College (NH)
George Mason University (VA)	Radford University (VA)
Georgia College (GA)	Saginaw Valley State College (MI)
Georgia Southern College (GA)	Salem State College (MA)
Glenville State College (WV)	Sangamon State University (IL)
Grambling State University (LA)	Shepherd College (WV)
Grand Valley State College (MI)	Shippensburg University (PA)
Harris-Stowe State College (MO)	
Henderson State University (AR)	

Participating Institutions (continued):

Slippery Rock University (PA)
 South Dakota School of Mines & Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Massachusetts University (MA)
 Southern Arkansas University (AR)
 Southern Oregon State College (OR)
 Southern Utah State College (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwestern Oklahoma State University (OK)
 St. Cloud University (MN)
 State University of New York College at Brockport (NY)
 State University of New York College at Buffalo (NY)
 State University of New York College at Cortland (NY)
 State University of New York College at Fredonia (NY)
 State University of New York College at Genesee (NY)
 Stephen F. Austin State University (TX)
 Tennessee Technological University (TN)
 Texas A&I University (TX)
 Texas A&M University at Galveston (TX)
 Texas Woman's University (TX)
 Towson State University (MD)
 Troy State University (AL)
 University of Akron, The (OH)
 University of Central Arkansas (AR)
 University of Colorado at Colorado Springs (CO)
 University of Colorado at Denver (CO)
 University of Maine at Farmington (ME)
 University of Maine at Fort Kent (ME)
 University of Montevallo (AL)
 University of Nebraska at Omaha (NE)
 University of Nevada, Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Florida (FL)
 University of Northern Iowa (IA)
 University of Science and Arts of Oklahoma (OK)
 University of South Alabama, The (AL)
 University of South Carolina - Aiken (SC)
 University of South Carolina at Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin, The (TN)
 University of Texas at Dallas, The (TX)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler, The (TX)
 University of Texas of the Permian Basin (TX)
 University of Wisconsin--Eau Claire (WI)
 University of Wisconsin--Green Bay (WI)

University of Wisconsin--La Crosse (WI)
 University of Wisconsin--Platteville (WI)
 University of Wisconsin--Stevens Point (WI)
 University of Wisconsin--Superior (WI)
 University of Wisconsin--Oshkosh (WI)
 Valdosta State College (GA)
 Wayne State College (NE)
 Weber State College (UT)
 West Georgia College (GA)
 West Texas State University (TX)
 West Virginia College of Graduate
 Studies (WV)
 West Virginia Institute of Technology (WV)
 Western Connecticut State University (CT)
 Western Illinois University (IL)
 Western Kentucky University (KY)
 Western Michigan University (MI)
 Western New Mexico University (NM)
 Western Oregon State College (OR)
 Western State College of Colorado (CO)
 Wichita State University, The (KS)
 William Paterson College of New Jersey (NJ)
 Winston-Salem State University (NC)
 Youngstown State University (OH)

TOTAL: 167

APPENDIX C.

CUFA Private (AASCU) Faculty Salary-Trend Studies: 1983-84 and 1986-87

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Cogswell Polytechnical College (CA)
Albertus Magnus College (CT)	College of Idaho, The (ID)
Albion College (MI)	College of Mount Saint Vincent (NY)
Alfred University (NY)	College of New Rochelle (NY)
Alma College (MI)	College of Notre Dame (CA)
American College, The (PA)	College of Saint Elizabeth (NJ)
American University, The (DC)	College of St. Scholastica (MN)
Anna Maria College (MA)	College of the Holy Cross (MA)
Aquinas College (MI)	College of Wooster, The (OH)
Arkansas College (AR)	Columbia College (MO)
Asbury College (KY)	Concordia College (MI)
Augsburg College (MN)	Cooper Union for the Advancement of
Aurora University (IL)	Science and Art, The (NY)
Averett College (VA)	D'Youville College (NY)
Avila College (MO)	Defiance College, The (OH)
Azusa Pacific University (CA)	Depaul University (IL)
Babson College (MA)	DePaul University (IN)
Bard College (NY)	Dickinson College (PA)
Barnard College (NY)	Doane College (NE)
Barry University (FL)	Dordt College, Inc. (IA)
Beaver College (PA)	Drake University (IA)
Bellarmino College (KY)	Drew University (NJ)
Benedictine College (KS)	Eastern College (PA)
Bethune-Cookman College (FL)	Eckerd College (FL)
Biola University (CA)	Elmhurst College (IL)
Birmingham-Southern College (AL)	Emory & Henry College (VA)
Bishop College (TX)	Erskine College (SC)
Boston College (MA)	Ferrum College (VA)
Boston University (MA)	Findlay College (OH)
Bradley University (IL)	Fontbonne College (MO)
Briar Cliff College (IA)	Fordham University (NY)
Bridgewater College (VA)	Franklin and Marshall College (PA)
Bryant College (RI)	Furman University (SC)
Bryn Mawr College (PA)	Gannon University (PA)
Bucknell University (PA)	George Washington University, The (DC)
Butler University (IN)	Georgetown University (DC)
Canisius College (NY)	Gonzaga University (WA)
Capital University (OH)	Grace Land College (IA)
Carroll College (MT)	Greensboro College (NC)
Catawba College (NC)	Guilford College (NC)
Cedar Crest College (PA)	Hamline University (MN)
Cedarville College (OH)	Hartwick College (NY)
Centenary College (NJ)	Hawaii Loa College (HI)
Central College (IA)	Heidelberg College (OH)
Central Wesleyan College (SC)	Hood College (MD)
Christian Brothers College (TN)	Hope College (MI)
Clark University (MA)	Huntington College (IN)

Participating Institutions, continued:

Husson College (ME)	Norwich University (VT)
Huston-Tillotson College (TX)	Ohio Northern University (OH)
Illinois Benedictine College (IL)	Oklahoma Baptist University (OK)
Illinois College (IL)	Ottawa University (KS)
Immaculata College (PA)	Otterbein College (OH)
Iona College (NY)	Our Lady of the Holy Cross College (LA)
Ithaca College (NY)	Palm Beach Atlantic College (FL)
John Brown University (AR)	Parks College (MO)
John Carroll University (OH)	Pikoville College (KY)
Johns Hopkins University (MD)	Presbyterian College (SC)
Johnson C. Smith University (NC)	Queens College (NC)
Kansas Wesleyan (KS)	Quincy College (IL)
Kanyon College (OH)	Reed College (OR)
King's College (PA)	Regis College (MA)
La Roche College (PA)	Rider College (NJ)
Le Tourneau College (TX)	Ripon College (WI)
Lincoln Memorial University (TN)	Rockford College (IL)
Loyola College in Maryland (MD)	Rockhurst College (MO)
Lubbock Christian College (TX)	Sacred Heart College (NC)
Luther College (IA)	Saint John's University (MN)
Lycoming College (PA)	Saint Joseph College (CT)
Lynchburg College (VA)	Saint Joseph's College (IN)
Malone College (OH)	Saint Mary College (KS)
Manhattanville College (NY)	Saint Paul's College (VA)
Marist College (NY)	Saint Vincent College (PA)
Mary Baldwin College (VA)	Saint Xavier College (IL)
Marymount College (NY)	Salem College (NC)
Marymount Manhattan College (NY)	Salve Regina--The Newport College (RI)
Maryville College (TN)	Scarritt Graduate School (TN)
Marywood College (PA)	School of the Ozarks, The (MO)
Mercy College (NY)	Seattle University (WA)
Mercy College of Detroit (MI)	Seton Hill College (PA)
Meredith College (NC)	Siena College (NY)
Merrimack College (MA)	Siena Heights College (MI)
Millikin University (IL)	Simpson College (IA)
Molloy College (NY)	Sioux Falls College (SD)
Monmouth College (NJ)	Southern California College (CA)
Moravian College (PA)	Southern Methodist University (TX)
Morningside College (IA)	Southwestern College (KS)
Morris Brown College (GA)	Spalding University (KY)
Mount Mary College (WI)	Springfield College (MA)
Mount Marty College (SD)	St. Bonaventure University (NY)
Mount Saint Clare College (IA)	St. Francis College (NY)
Mount Saint Mary's College (MD)	St. Mary's University (TX)
Mount Vernon College (DC)	St. Norbert College (WI)
Muskingum College (OH)	Suffolk University (MA)
Nazareth College (MI)	Sweet Briar College (VA)
Nazareth College of Rochester (NY)	Syracuse University (NY)
Neumann College (PA)	Taylor University (IN)
North Central College (IL)	Texas Christian University (TX)
Northwestern College (IA)	Texas Lutheran College (TX)
Northwestern College (MN)	

Participating Institutions, continued:

Transylvania University (KY)
Tri-State University (IN)
Trinity College (DC)
Trinity College (VT)
Trinity University (TX)
University of Dayton (OH)
University of Dubuque, The (IA)
University of La Verne (CA)
University of Miami (FL)
University of Portland (OR)
University of San Diego (CA)
University of Scranton (PA)
University of the South, The (TN)
University of Tulsa (OK)
Ursuline College (OH)
Valparaiso University (IN)
Villa Maria College (PA)
Virginia Union University (VA)
Viterbo College (WI)
Wabash College (IN)
Wagner College (NY)
Walsh College (OH)
Warner Pacific College (OR)
Washington and Jefferson College (PA)
Washington and Lee University (VA)
West Virginia Wesleyan College (WV)
Western Maryland College (MD)
Westmont College (IA)
Westminster College of Salt Lake City (UT)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Marsh Rice University (TX)
William Penn College (IA)
Wilmington College (OH)
Wilson College (PA)
Wittenburg University (OH)
York College of Pennsylvania (PA)

TOTAL: 235